

DEPARTMENT OF DEFENSE WAGE COMMITTEE  
(Appropriated/Nonappropriated Fund)  
Summary of 2415<sup>th</sup> Meeting – December 6, 2016

Purpose of Meeting: To consider the following:

NONAPPROPRIATED FUND

1. Maricopa, Arizona (Full Scale)
2. Pima, Arizona (Full Scale)
3. Yuma, Arizona (Full Scale)
4. Yuma, Arizona (Automotive Pay Plan)
5. Kings/Queens, New York (Full Scale)
6. Hampden, Massachusetts (Wage Change)
7. Middlesex, Massachusetts (Wage Change)

APPROPRIATED FUND

8. St. Louis, Missouri (Full Scale)
9. Omaha, Nebraska (Full Scale)
10. Dallas-Fort Worth, Texas (Full Scale)
11. Cocoa Beach-Melbourne, Florida (Wage Change)
12. Davenport-Rock Island-Moline, Iowa (Wage Change)
13. Eastern South Dakota (Wage Change)

ADDED ITEMS

NONAPPROPRIATED FUND

14. San Joaquin, California (Survey Specifications)
15. Miami-Dade, Florida (Survey Specifications)
16. Duval, Florida (Survey Specifications)
17. Monroe, Florida (Survey Specifications)

APPROPRIATED FUND

18. Cincinnati, Ohio (Survey Specifications)
19. Eastern Tennessee (Survey Specifications)

The meeting was closed to the public on the basis of a determination under section 10(d) of the Federal Advisory Committee Act (Public Law 92-463) that the closing is necessary because matters considered relate to the internal personnel rules and practices of the Department of Defense and the wage survey data considered by the Committee in the development of FWS schedule recommendations have been obtained from private industry with the guarantee of confidentiality (5 USC 552b).

Alt. Chairman: Mr. Eric Clayton

DFO: Mr. James Brady

Members: Ms. Sylvia Webb

Mr. David Pedersen

Mr. Jason Munro

Chief, Wage & Salary Division

(Army)

(Navy)

(Air Force)

Ms. Deanna Rightmyer (DLA)

Ms. Candace Archer (AFGE)

Absent (IBEW)

Technical Staff:

Ms. Rebecca Chaves

Mr. William Becht

Ms. Karen Kurian

NAF Presenter

NAF Recorder

NAF Observer

Mr. Karl Fendt

Ms. Stacy Nelson

Mr. Brian Bauer

AF Presenter

AF Recorder

AF Observer

Proceedings: The meeting convened at 10:05 a.m. at 4800 Mark Center Drive, Room 05K25, Alexandria, Virginia.

### NONAPPROPRIATED FUND

#### (1) Maricopa, Arizona (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Frequency-All Data was the line of record. There are no sport rates in the survey data. Analysis of the wage data by job average shows 5 jobs with 2,270 matches near the unit line, 9 jobs with 13,236 matches near the frequency line, no jobs near the midpoint line, and no ties; by grade average, 2 grades are near the unit line, 6 grades near the frequency line, no grades near the midpoint line, and no ties. Common firms were 90 out of 186 or 48.4%. The Staff-proposed line, Frequency-All Data, provides an average increase of 1.84% or 27 cents per hour.

MOTION: Mr. Munro moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

#### (2) Pima, Arizona (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Frequency-All Data was the line of record. There are no sport rates in the survey data. Analysis of the wage data by job average shows 7 jobs with 872 matches near the unit line, 5 jobs with 2,492 matches near the frequency line, 1 job with 131 matches near the midpoint line, and no ties; by grade average, 3 grades are near the unit line, 5 grades near the frequency line, no grades near the midpoint line, and no ties. Common firms were 79 out of 135 or 58.5%. The Staff-proposed line, Frequency-All Data, provides an average increase of 1.71% or 23 cents per hour.

MOTION: Mr. Munro moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

#### (3) Yuma, Arizona (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Frequency-All Data was the line of record. There is one sport rate (high) in the survey data. Analysis of the wage data by job average shows 7 jobs with 218 matches near the unit line, 5 jobs with 402 matches near the frequency line, no jobs near the midpoint line, and no ties; by grade average, 3 grades are near the unit line, 4 grades near the frequency line, no grades near the midpoint line,



and no ties. Common firms were 88 out of 105 or 84%. The Staff-proposed line, Frequency-All Data, provides an average increase of 9.64% or 124 cents per hour.

MOTION: Mr. Pedersen moved, seconded by Ms. Webb, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(4) Yuma, Arizona (Automotive Pay Plan) (Chaves)

The Automotive Pay Plan exhibit was distributed and reviewed. The flat rates increase by 2.46% or 51 cents per hour. The Committee adopted the proposed Automotive Pay Plan flat rates by consensus.

(5) Kings/Queens, New York (Full Scale) (Chaves)

The full scale exhibits were distributed and reviewed. Ms. Chaves reported that the Unit-All Data was the line of record. There are 7 sport rates, 4 high and 3 low, in the survey data. Analysis of the wage data by job average shows 8 jobs with 2,320 matches near the unit line, 6 jobs with 2,377 matches near the frequency line, no jobs near the midpoint line, and no ties; by grade average, 6 grades are near the unit line, 3 grades near the frequency line, no grades near the midpoint line, and no ties. Common firms were 89 out of 154 or 58%. The Staff-proposed line, Unit-All Data, provides an average increase of 2.86% or 51 cents per hour.

MOTION: Ms. Webb moved, seconded by Mr. Pedersen, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(6) Hampden, Massachusetts (Wage Change) (Chaves)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Frequency-All Data, provides an average increase of 2.75% or 45 cents per hour. The Committee adopted the Staff-proposed line by consensus.

(7) Middlesex, Massachusetts (Wage Change) (Chaves)

The wage change exhibits were distributed and reviewed. The Staff-proposed line, Frequency-All Data, provides an average increase of 2.52% or 42 cents per hour. The Committee adopted the Staff-proposed line by consensus.

APPROPRIATED FUND

(8) St. Louis, Missouri (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Eleven of the 21 survey job averages with 2,757 samples representing 42.50% of the data fit the unit line, and the remaining 10 with 3,730 samples representing 57.50% of the data fit the frequency line.

Data-Fit by Grade Average: Six of the 9 grade weighted averages with 3,819 samples

representing 16 jobs and 58.87% of the data fit the unit line, and the remaining 3 with 2,668 samples representing 5 jobs and 41.13% of the data fit the frequency line. The trend lines cross between grades 12 and 13. The Staff recommended the unit line as the most representative of prevailing rates.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.18 per hour at grade 1 to \$0.36 per hour at grade 15 with an average of \$0.2693 per hour, or 1.00%. The increase from the present Rest of the U.S. GS locality restricted schedule to the new unrestricted schedule averages \$3.4140 per hour, or 14.51%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present St. Louis-St. Charles-Farmington, MO-IL GS locality restricted schedule to the new unrestricted schedule averages \$3.4126 per hour, or 14.50%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(9) Omaha, Nebraska (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Frequency (All Data) line. Data-Fit by Job Average: Ten of the 22 survey job averages with 2,804 samples representing 55.85% of the data fit the unit line, and the remaining 12 with 2,217 samples representing 44.15% of the data fit the frequency line. Data-Fit by Grade Average: Five of the 10 grade weighted averages with 1,465 samples representing 6 jobs and 29.18% of the data fit the unit line, and the remaining 5 with 3,556 samples representing 16 jobs and 70.82% of data fit the frequency line. The trend lines cross between grades 1 and 2. The Staff recommended the frequency line as the most representative of prevailing rates.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.22 per hour at grade 1 to \$0.85 per hour at grade 15 with an average of \$0.5353 per hour, or 2.43%. The increase from the present Rest of the U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.9833 per hour, or 15.25%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(10) Dallas-Fort Worth, Texas (Full Scale) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed payline is the Unit (All Data) line. Data-Fit by Job Average: Fifteen of the 26 survey job averages with 12,008 samples representing 64.25% of the data fit the unit line, and the remaining 11 with 6,681 samples representing 35.75% of the data fit the frequency line. Data-Fit by Grade Average: Seven of the 11 grade weighted averages with 15,402 samples representing 19 jobs and 82.41% of the data fit the unit line, and the remaining 4 with 3,287



samples representing 7 jobs and 17.59% of data fit the frequency line. The trend lines cross between grades 7 and 8. The Staff recommended the unit line as the best-fit wage line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.03 per hour at grade 1 to \$1.11 per hour at grade 15 with an average of \$0.5633 per hour, or 2.28%. The increase from the present Dallas-Fort Worth, TX-OK GS locality restricted schedule to the new unrestricted schedule averages \$2.9760 per hour, or 13.38%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Rest of the U.S. GS locality restricted schedule to the new unrestricted schedule averages \$3.2760 per hour, or 14.93%. This is the new average schedule lag prior to any FY 2017 pay increase.

MOTION: Ms. Webb moved, seconded by Mr. Munro, that the Staff-proposed line be recommended for adoption.

VOTE: The motion passed by unanimous vote.

(11) Cocoa Beach-Melbourne, Florida (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.02 per hour at grade 1 to \$0.85 per hour at grade 15 with an average of \$0.4340 per hour, or 1.80%. The increase from the present Miami-Fort Lauderdale-Port St. Lucie, FL GS locality restricted schedule to the new unrestricted schedule averages \$2.4440 per hour, or 11.10%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Palm Bay-Melbourne-Titusville, FL GS locality restricted schedule to the new unrestricted schedule averages \$2.4440 per hour, or 11.10%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

(12) Davenport-Rock Island-Moline, Iowa (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The area qualifies for an artillery and combat vehicles dominant industry and the reference area is Nashville, Tennessee.

Application of the formula for adding artillery and combat vehicles industry data resulted in a Staff-proposed payline derived as follows: the rates for grades 1 through 15 are from the within-area line.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.37 per hour at grade 1 to \$0.40 per hour at grade 15 with an average of \$0.4206 per hour, or 1.76%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$0.2493 per hour, or 1.03%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Chicago-Naperville, IL-IN-WI GS locality restricted schedule to the new unrestricted schedule averages \$0.2400 per hour, or 0.99%. This is the new average schedule lag prior to any FY 2017 pay increase. The increase from the present Davenport-Moline, IA-IL GS locality restricted schedule to the new unrestricted

schedule averages \$0.2440 per hour, or 1.01%. This is the new average schedule lag prior to any FY 2017 pay increase:

The Staff-proposed line was adopted by consensus.

(13) Eastern South Dakota (Wage Change) (Fendt)

Survey exhibits were distributed and reviewed. Mr. Fendt provided a summary of the survey results.

The area qualifies for an aircraft dominant industry and the reference area is Utah.

Application of the formula for adding the aircraft data resulted in a Staff-proposed payline derived as follows: grades 1 through 4 are from the within-area line, and grades 5 through 15 are from the combined payline which includes data from the Utah aircraft establishments.

The Staff-proposed unrestricted schedule provides adjustments ranging from \$0.10 per hour at grade 1 to \$0.77 per hour at grade 15 with an average of \$0.4353 per hour, or 2.06%. The increase from the present Rest of U.S. GS locality restricted schedule to the new unrestricted schedule averages \$2.2833 per hour, or 11.85%. This is the new average schedule lag prior to any FY 2017 pay increase.

The Staff-proposed line was adopted by consensus.

ADDED ITEMS:

NONAPPROPRIATED FUND

(14) San Joaquin, California (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

(15) Miami-Dade, Florida (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

(16) Duval, Florida (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

(17) Monroe, Florida (Survey Specifications) (Chaves)

The survey specifications were distributed and reviewed. The Committee adopted the survey specifications by consensus.

APPROPRIATED FUND

(18) Cincinnati, Ohio (Survey Specifications) (Fendt)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

(19) Eastern Tennessee (Survey Specifications) (Fendt)

The proposed survey specifications were distributed and reviewed. There were no significant changes to the proposed survey specifications from 2015.

The Committee adopted the survey specifications as presented and by consensus.

The meeting adjourned at 10:35 a.m.



Eric Clayton  
Alt. Chairman  
DoD Wage Committee